

APA

EMERGING LEADERS

IN PSYCHOLOGY ACADEMY

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Steps Towards Your Own Leadership Goals

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Module 1

Building Strong Leaders from the Ground Up

Dr. Sandra L. Shullman

Leadership qualities

Leadership styles

How leaders learn

Your leadership goals

Objectives

- In this module, participants will:
 - List realistic, attainable goals for your career stage
 - Discuss the skills needed to balance your personal & professional demands

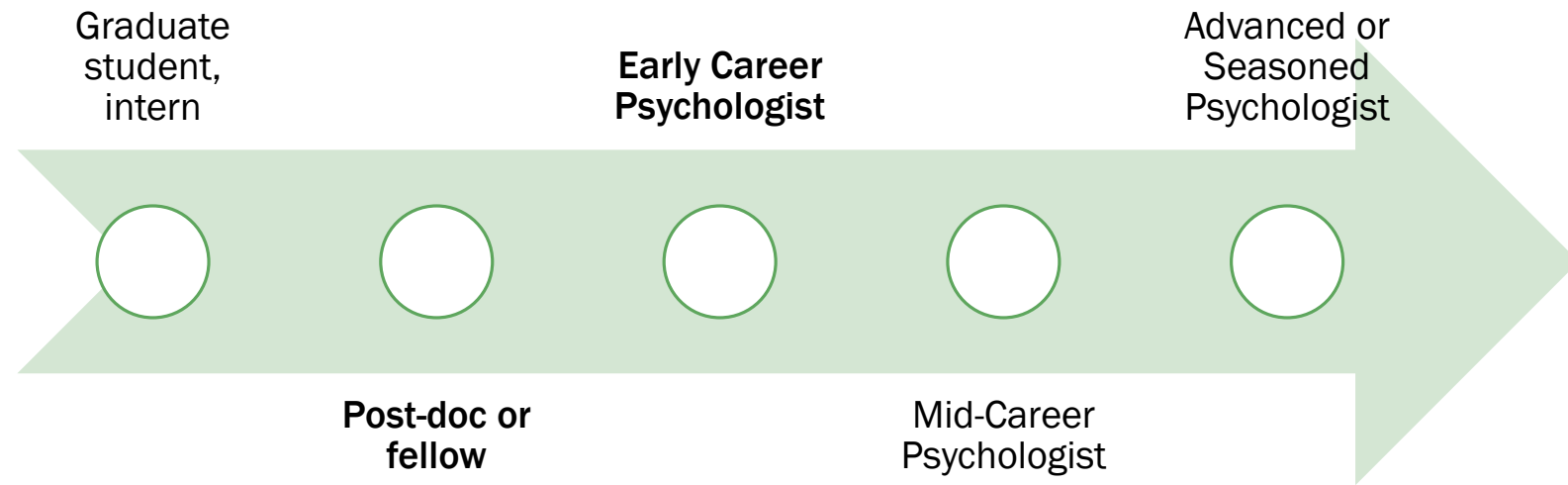
Agenda and Core Questions

- This module will answer:
 - What leadership goals are applicable for each stage of your career?
 - What steps can you take now towards your initial or ongoing leadership goals?
 - How do you manage multiple professional & life goals while still practicing self-care?

What **leadership** goals are applicable for each stage of your career?

MODULE 3 – STEPS TOWARDS YOUR OWN LEADERSHIP GOALS

What **leadership goals** are appropriate for each stage of career?



Career continuum

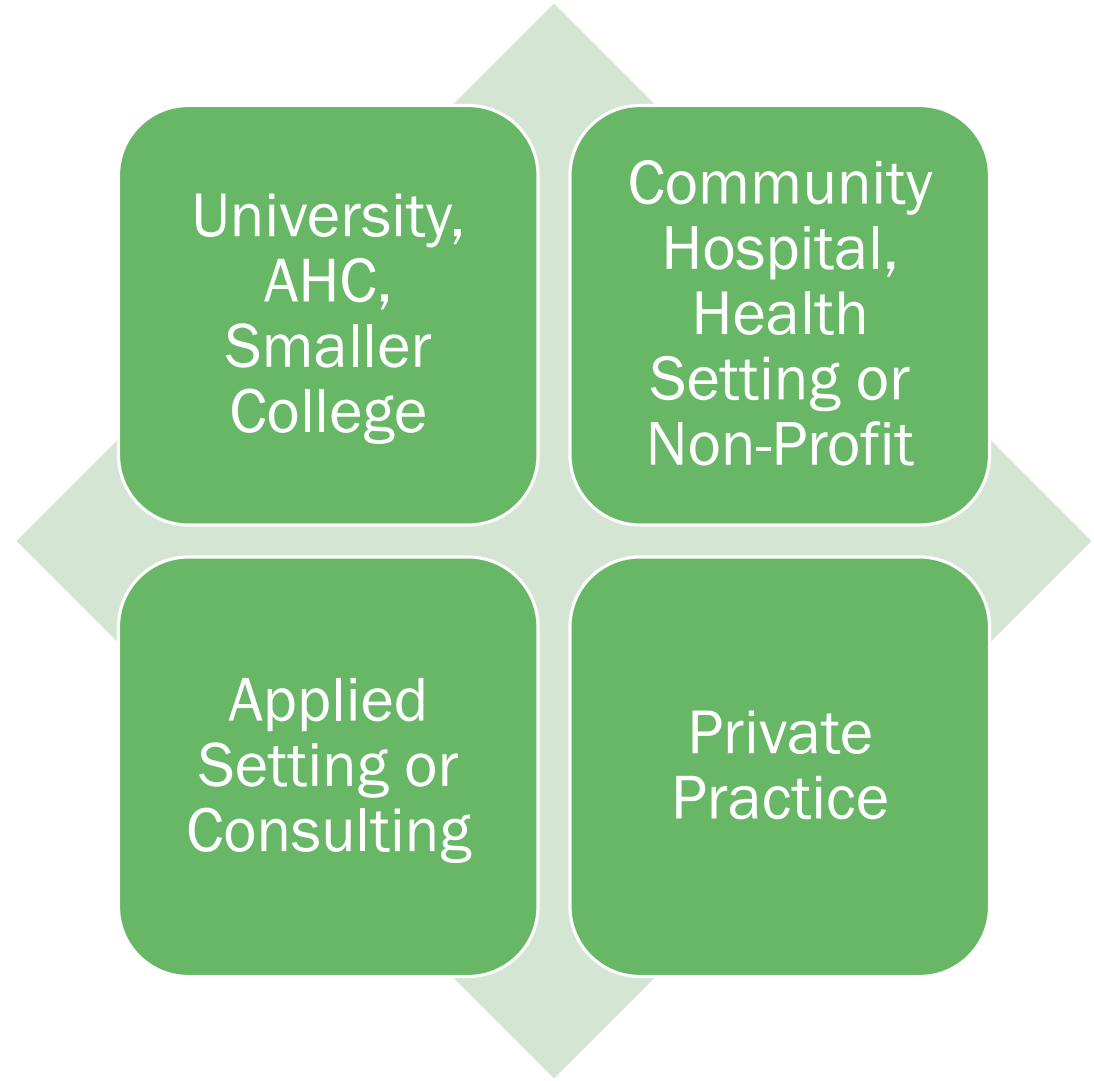
What **leadership goals** are appropriate for each stage of career?

IT DEPENDS!



What leadership goals are appropriate for each stage of career?

Professional Setting



Leadership roles require

Administrative
Skills

Program Develop,
Implementation
& Evaluation
Skills

Quality
Improvement
Skills

Finance &
Budget

Personnel & HR

Federal & State
Regulations

Accreditation
Policies

Data Science &
Research Skills

Supervision &
Team Building

Curriculum
Development &
Evaluation

Fund Raising

Media Relations

Appointments &
Promotion
Expertise

Research, Grant,
IRB, Federal,
Safety
Regulations

Social
intelligence,
interpersonal,
group skills

Discrimination &
Harassment
Policies

Skills or Competencies

What **leadership goals** are appropriate for each stage of career?



Personal factors

What **leadership goals** are appropriate for each stage of career?

Goals outside work



Leadership Goals 2019-2021

- Your leadership goals & steps 2019-2021
 - Leadership goals
 - Strategies
 - Realistic action steps
 - Support needs

Realistic leadership goals?

Professional Work Setting

	Professional	Work	Settings
Leadership goals	2019	2020	2021
1.			
Strategies or steps			
Support Needs			
2.			
Strategies or steps			
Support Needs			

Realistic leadership goals?

Professional Service Setting

	Professional	Service	Settings
Leadership goals	2019	2020	2021
1.			
Strategies or steps			
Support Needs			
2.			
Strategies or steps			
Support Needs			

Realistic leadership goals?

Community Setting

	Community	Settings	
Leadership goals	2019	2020	2021
1.			
Strategies or steps			
Support Needs			
2.			
Strategies or steps			
Support Needs			

Next Steps Towards Leadership Goals

- Shine in current role
- Gracious self promotion
- Let others know about your leadership interests
- Value added > skills, be helpful, innovative
- Increase your visibility
- Ask mentor or champion to nominate, support you
- Apply for different positions
- Watch for assumptions about position announcements
- Informational interviews with persons in leadership roles
- Run for office > several times
- Ask colleagues for support, input > call, email, meet
- Timing wrong now, reconsider another time

Leadership Support Needs

- Mentor
- Champion
- Do you need to recruit others to help?
- Collaborators
- Team
- Other stakeholders
- With whom do you need to discuss the goal
- Do you need approval to move forward
- Steps to mobilize support for goals

**How do you manage
multiple professional &
life goals while still
practicing self-care?**

Rate your Stress Level

0-----1-----2-----3-----4-----5-----6-----7-----8-----9-----10

Extremely
Calm

Agitated

Live viewers: Submit your answer now. We'll share results in a moment.

Routine Self Care Activities

Self Care Activities

- Nutrition
- Aerobic exercise
- Yoga
- Meditation
- Read
- Music
- Games
- Movies
- Alone time
- Family time
- Clothes, hair
- Other:

List your Self Care Activities?

Routine Self Care Activities

0-----1-----2-----3-----4

Never

Rarely

Some

Most

Always

Weeks

Weeks

**Routine: 3-5
times/week**

Live viewers: Submit your answer now. We'll share results in a moment.

Poor Self-Care

WHAT IS GETTING IN THE WAY OF GOOD SELF CARE?

Improve Self-Care & Managing Multiple Demands

Small, realistic action steps to improve your self care and management of competing demands?

- Schedule
- Plan
- Support
- Change
- Expectations

Realistic leadership goals?

Personal & Family Life

	Personal	or	Family	Goals
Leadership goals	2019		2020	2021
1.				
Strategies or steps				
Support Needs				
2.				
Strategies or steps				
Support Needs				

Resources and References

- https://www.huffingtonpost.com/entry/5-leadership-goal-setting-tips-for-making-2018-a-success_us_5a26c653e4b0f7f1679a0368
- https://www.amazon.com/Women-Leadership-Transforming-Visions-Diverse/dp/1405155833/ref=sr_1_2?keywords=jean+lau+chin&qid=1552328202&s=books&sr=1-2
- <https://www.apa.org/pubs/books/4317283>
- 30 Of The Best TED Talks On Leadership - Be Extraordinary:
<https://www.inspiringleadershipnow.com/best-ted-talks-on-leadership>

Practice Today's Lessons

- See the four worksheets designed to help you define realistic leadership goals for your professional settings, in professional service roles, in your community and for your self or your family. The worksheets invite you to list goals for 2019, 2020 and 2021, specific action steps or approaches towards your goals as well as support needs related to your leadership goals.

Questions & Answers

We will answer a handful of questions today. Some additional questions will be responded to and placed in your Slack Learning Community.

Stay Tuned

Next session: 3/26 at 3:00PM ET

Title: Confident, Connected & Credentialed

Faculty: Lindsey Buckman, PsyD